



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING



JENNIFER M. GRANHOLM
GOVERNOR

THOMAS D. WATKINS, JR.
SUPERINTENDENT OF
PUBLIC INSTRUCTION

January 6, 2005

MEMORANDUM

TO: State Board of Education

FROM: Kathleen N. Straus, President

SUBJECT: Approval of Second Addendum to Agreement Between State Board of Education and Thomas D. Watkins, Jr.

In mid-2004, the State Board of Education evaluated Mr. Watkins based on criteria adapted from the selection process in 2001. In July I, reported that the results of the evaluation were very favorable. In addition, many other individuals also spoke very highly of Mr. Watkins saying that he has done an outstanding job and is highly respected throughout the state. He received a grade of A- from State Board members.

During his tenure as State Superintendent of Public Instruction Mr. Watkins has provided tremendous support for public education in Michigan. He has contributed to a scholarship fund for Anthony Cheatem, a student from Inkster; made a donation to the Starfish Human Services; and took a five percent voluntary pay reduction for Fiscal Year 2003-2004. In addition, Mr. Watkins has lost numerous hours of unused annual leave. His only pay increase since assuming the position in 2001 was a two percent increase in 2002 to match the increase given to all Department Directors.

Section 380.1229a(3) of the School Code states in part: "The state board shall not offer a contract for a person to be employed by this state as superintendent of public instruction, or extend the contract of a superintendent of public instruction, within 6 months before a general election at which state board members are elected or within 2 months after a general election at which state board members are elected. The state board shall not offer a contract for employment of a superintendent of public instruction in excess of 3 years and shall not extend a contract in increments of more than 1 year."

Because of this provision, it was not possible to extend Mr. Watkins' contract at the time of the evaluation. However, section 16 of the Agreement between the Board and Mr. Watkins provides for continuation of his employment for "no definite period of time." At the time of the evaluation, the Board authorized the President and Secretary of the Board to negotiate the agreement with the Superintendent. Mrs. Carolyn Curtin and I have met with Mr. Watkins and have negotiated the attached second addendum to the agreement between the Board and Mr. Watkins.

It is recommended that the State Board of Education approve the second addendum to the agreement between the State Board of Education and Thomas D. Watkins, Jr., as attached to the President's memorandum dated January 6, 2005.

STATE BOARD OF EDUCATION

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608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909
www.michigan.gov/mde • (517) 373-3324

SECOND ADDENDUM TO AGREEMENT
Between
State Board of Education and Thomas D. Watkins, Jr.

Whereas the Superintendent of Public Instruction, Thomas D. Watkins, Jr., pursuant to section 16 of the Agreement between the State Board of Education and Thomas D. Watkins, Jr., continued his employment in full force until this addendum for "no definite period of time" after the term of service in the Agreement, as modified by a first Addendum; and

Whereas the State Board of Education and Thomas D. Watkins, Jr., wish to modify the Agreement and the first Addendum to continue a period of employment; and

Now, therefore, the Agreement signed on April 30, 2001, and modified by an Addendum signed on August 28, 2003, is modified again as follows by the State Board of Education and Thomas D. Watkins, Jr.:

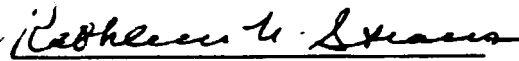
Item 1, Page 1 -- the term of employment is extended from January 3, 2005 to January 1, 2006; and

Item 2, Page 2 -- recognizes that the voluntary pay reduction by Thomas D. Watkins, Jr., for FY 2003-04 ended on October 1, 2004 making his annual salary \$168,300 (one hundred sixty eight thousand three hundred dollars and no cents).

All other terms of the April 30, 2001 Agreement and August 28, 2003 first Addendum shall remain unchanged and in full effect. A copy of the Agreement and the first Addendum are attached. By signing this Second Addendum, the parties accept the existing Agreement and the first Addendum, except as modified, for the duration of the Agreement.



Thomas D. Watkins, Jr.

By: 

Kathleen N. Straus, President
State Board of Education

1-3-05

Date



Carolyn L. Curtin, Secretary
State Board of Education